



Department of Energy
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MEMORANDUM FOR: Distribution

FROM: Karen L. Boardman, Chairperson, Federal Technical Capability Panel

SUBJECT: Quarterly Report on Federal Technical Capability - 07-NA SC-003

This Quarterly Report on the Federal Technical Capability Program (FTCP) contains information on the status of qualifications in the Technical Qualification Program (TQP) and technical skill gaps as of June 30, 2007.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (DOE) goal is to exceed 80% "fully qualified or on schedule to qualify" for all personnel in the TQP. Currently, the overall DOE TQP qualification rate is 93%. However 3 offices are below the 80% goal. In addition, 72% of all required personnel are fully qualified. Headquarters and site office managers are encouraged to maintain emphasis on the timely qualifications of their technical personnel. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of personnel overdue in their qualifications is 27.

Attachment 2, 3, 4 and 5 provide specific status of qualifications for Facility Representatives (FR), Senior Technical Safety Managers (STSM), Nuclear Safety Specialists (NS), and Safety System Oversight (SSO) personnel, respectively. General status of qualification in these areas is:

FR	-	88% fully qualified or on schedule to qualify; 72% fully qualified
STSM	-	88% fully qualified or on schedule to qualify; 68% fully qualified
NS	-	93% fully qualified or on schedule to qualify; 66% fully qualified
SSO	-	87% fully qualified or on schedule to qualify; 64% fully qualified

Attachment 6 shows the status of overall TQP qualification. More detailed Facility Representatives qualification data is published quarterly by the Facility Representative Program Manager.

If you have any questions or comments, please contact me, or your staff may contact Robert McMorland at (202) 586-0057.

Attachments

cc w/attachments:

FTCP Agents

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Senior Advisor for ES&H (NA-3.6)

Status of Qualifications in the Technical Qualification Program (TQP)

June 30, 2007

Update Frequency: Quarterly

OVERALL TQP QUALIFICATIONS									
Office		Number of Capabilities Needed (C)	Number Fully Qualified (D)	Number in Qualification (E)	Number Overdue (F)	Percent Staffed =(D+E)/C	Percent Fully Qualified =D/C	Percent Fully Qualified and on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	LASO	72	27	34	7	85%	38%	75%	See notes 1 and 2. See notes 3, 4, 5 and 6.
Livermore Site Office	LSO	46	35	8	4	93%	76%	85%	
Nevada Site Office	NSO	65	48	13	2	94%	74%	91%	Two capabilities met through matrix support from NNSA/SC
Pantex Site Office	PXSO	40	31	9	1	100%	78%	98%	
Savannah River Site Office	SRSO	18	11	6	0	94%	61%	94%	
Sandia Site Office	SSO	41	31	8	0	95%	76%	95%	
Y-12 Site Office	YSO	59	52	6	1	98%	88%	97%	
NNSA Headquarters	NA-HQ	79	40	39	7	100%	51%	91%	
NNSA Service Center	NA-SC	37	35	1	0	97%	95%	97%	
NNSA Totals		457	310	124	22	95%	68%	90%	
Environmental Management (EM)									
Carlsbad Field Office	CBFO	18	17	1	0	100%	94%	100%	Nine CBC cadre people support the Office of Site Support and Small projects, one supports PPPO, and none are double counted in CBC data.
Consolidated Business Center	CBC	10	6	4	0	100%	60%	100%	
Office of Site Support & Small Projects	Small Projects	23	17	6	0	100%	74%	100%	Includes personnel at BNL, GJO/MOAB, Mound, OAK, SPRU, and WVDP, as well as nine CBC cadre.
Office of River Protection	ORP	101	67	11	0	77%	66%	77%	Filling 22 vacancies in TQP areas
Portsmouth/Paducah Project Office	PPPO	21	16	4	0	95%	76%	95%	PPPO is currently posting for Portsmouth Site Lead and Senior Technical Advisor.
Richland Operations Office	RL	73	47	26	0	100%	64%	100%	See notes 7 & 8.
Savannah River Ops. Office	SR	220	144	56	1	91%	65%	90%	
EM Headquarters	EM-HQ	18	15	3	0	100%	83%	100%	
EM Totals		484	329	111	1	91%	68%	91%	
Others									
Health, Safety and Security	HSS	95	75	15	0	95%	79%	95%	
Chief Nuclear Safety CTA Staff	CNS	9	4	4	3	89%	44%	56%	
Idaho Operations Office	NE-ID	134	109	25	1	100%	81%	99%	
Oak Ridge Operations Office	OR (SC)	167	147	20	0	100%	88%	100%	
Others Totals		405	335	64	4	99%	83%	98%	
DOE Total		1346	974	299	27	95%	72%	93%	
DOE Goals		-	-	-	0		-	80%	

Notes:

1. Four FRs became overdue at midnight on 6-30-07.
2. "Number in Qualification" will increase by 1 in July when new Site Manager comes onboard.
3. One capability met via matrix support from NNSA-SC (included in the "Number Fully Qualified") while LSO individual awaits clearance.
4. One capability met via matrix support from NNSA-SC (not included in the "Number Fully Qualified").
5. One capability hired, but has not yet reported. Three capabilities (2 STSMs, 1 Maintenance) being recruited.
6. Non-nuclear FRs are not included.
7. Data reflects organization changes resulting in 24 previously qualified people starting new qualifications.
8. The one overdue person will complete a remediation plan in September followed by the facility walkthrough, oral board and final checkout.

Status of Qualifications in the Facility Representative (FR) Program

June 30, 2007

Update Frequency: Quarterly

OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS									
Office		Number of FRs Needed (C)	Number of FRs Fully Qualified (D)	Number of FRs in Qualification (E)	Number of FRs Overdue (F)	Percent Staffed =(D+E)/C	Percent Fully Qualified =D/C	Percent Fully Qualified and on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	LASO	11	4	5	5	82%	36%	36%	See notes 1, 2 and 3.
Livermore Site Office	LSO	7	4	3	3	100%	57%	57%	See notes 4, 5 and 6.
Nevada Site Office	NSO	11	6	2	2	73%	55%	55%	NSO will reevaluate the overall FR need in the FY08 workforce analysis.
Pantex Site Office	PXSO	11	7	4	0	100%	64%	100%	Four FRs are in initial qualifications; three are expected to complete Phase II qualifications by November 2007.
Savannah River Site Office	SRSO	4	2	2	0	100%	50%	100%	
Sandia Site Office	SSO	11	5	6	0	100%	45%	100%	See note 11.
Y-12 Site Office	YSO	12	10	2	0	100%	83%	100%	
NNSA Totals		67	38	24	10	93%	57%	78%	
Environmental Management (EM)									
Carlsbad Field Office	CBFO	1	1	0	0	100%	100%	100%	A second FR is 90% qualified.
Consolidated Business Center	CBC	0	0	0	0	N/A	N/A	N/A	One CDC cadre person is supporting PPPO as a FR. Two CBC cadre are previously qualified FRs on detail to EM-HQ.
Office of Site Support & Small Projects	Small Projects	4	4	1	0	125%	100%	100%	See note 12.
Office of River Protection	ORP	14	13	1	0	100%	93%	100%	
Portsmouth/Paducah Project Office	PPPO	4	4	0	0	100%	100%	100%	See notes 7 & 8.
Richland Operations Office	RL	19	17	2	0	100%	89%	100%	
Savannah River Ops. Office	SR	36	23	5	1	78%	64%	75%	See notes 9 & 10.
EM Totals		78	62	9	1	91%	79%	90%	
Others									
Health, Safety and Security	HSS	1	1	0	0				
Idaho Operations Office	NE-ID	22	20	2	0	100%	91%	100%	Two FRs in initial qualifications
Oak Ridge Operations Office	OR (SC)	20	14	6	0	100%	70%	100%	
Others Totals		43	35	8	0	100%	81%	100%	
DOE Total		188	135	41	11	94%	72%	88%	

Notes:

1. "Number of FRs in Qualification" will increase by one in July when converted intern becomes a LASO staff member
2. "Number of FRs Needed" does not include FR team supervisor.
3. Four FRs became overdue at midnight on 6-30-07.
4. Does not include 4 non-nuclear FRs (2 qualified, 2 on schedule).
5. Three FRs became overdue for requalification due to LSO revamping FR qualification program. These requalifications will be completed in FY07.
6. Initial qualification of three other FRs is expected in the 1st quarter of FY08.
7. PPPO FRs include one from CBC who is fully qualified for current position.
8. Additional FRs will be needed for planned work including Depleted Uranium Hexafluoride Conversion Project (start up in FY08) and Portsmouth D&D project.
9. Three positions to be filled through EM Career Intern Program. Five positions will be filled via internal reassignments or external staffing action.
10. The one overdue person will complete a remediation plan in September followed by the facility walkthrough, oral board and final checkout
11. Six FRs in qualifications, expected completion of two by 31 Jul 07, three more expected completion by 8-31-07.
12. Includes FRS at BNL, MOAB and WVDP, as well as two CBC cadre. One FR in qualification at MOAB is not yet required. Additional FRs will be needed soon at BNL, SLAC and SPRU

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program

June 30, 2007

Update Frequency: Quarterly

OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS									
Office		Number of STSMs Needed (C)	Number of STSMs Fully Qualified (D)	Number STSMs in Qualification (E)	Number of STSMs Overdue (F)	Percent Staffed =(D+E)/C	Percent Fully Qualified =D/C	Percent Fully Qualified and on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)									
Los Alamos Site Office	LASO	8	3	4	0	88%	38%	88%	The Number of STSMs in Qualification will increase by 1 in July when the new Site Manager comes onboard.
Livermore Site Office	LSO	8	6	0	0	75%	75%	75%	Two STSM positions expected to be filled in FY07.
Nevada Site Office	NSO	9	7	1	0	89%	78%	89%	NSO will likely fill the ninth STSM position by the end of CY07.
Pantex Site Office	PXSO	5	4	1	0	100%	80%	100%	One STSM attended NTC STSM Course: August 6-10,2007. Site specific qualification will be issued by the end of August 2007.
Savannah River Site Office	SRSO	2	2	0	0	100%	100%	100%	2 additional fully qualified STSMs
Sandia Site Office	SSO	4	4	0	0	100%	100%	100%	
Y-12 Site Office	YSO	8	7	0	0	88%	88%	88%	1 vacancy. Currently working to fill Assistant Manager for Operations Management position shortly.
NNSA Headquarters	NA-HQ	41	25	16	7	100%	61%	83%	
NNSA Service Center	NA-SC	10	9	0	0	90%	90%	90%	NNSA SC OTS/SD Nuclear Support Division Manager position vacant and being advertised.
NNSA Totals		95	67	22	7	94%	71%	86%	
Environmental Management (EM)									
Carlsbad Field Office	CBFO	5	5	0	0	100%	100%	100%	
Consolidated Business Center	CBC	5	1	4	0	100%	20%	100%	Five previously qualified STSMs are requalifying to the new STSM qualification requirements.
Office of Site Support & Small Projects	Small Projects	5	2	3	0	100%	40%	100%	All STSMs completed the STSM course. Qualification cards and packages are being finalized those in qualification.
Office of River Protection	ORP	13	8	0	0	62%	62%	62%	Six STSM vacancies are posted.
Portsmouth/Paducah Project Office	PPPO	5	3	1	0	80%	60%	80%	Portsmouth Site Lead position will be a STSM qualified position.
Richland Operations Office	RL	5	4	1	0	100%	80%	100%	
Savannah River Ops. Office	SR	24	14	8	0	92%	58%	92%	See notes 1 & 2.
EM Headquarters	EM-HQ	15	13	2	0	100%	87%	100%	
EM Totals		77	50	19	0	90%	65%	90%	
Others									
Health, Safety and Security	HSS	17	9	3	0	71%	53%	71%	Three HSS Managers completed the STSM course and are awaiting their oral boards. Five other HSS managers are awaiting the STSM course.
Chief Nuclear Safety CTA Staff	CNS	9	4	4	0	89%	44%	89%	
Idaho Operations Office	NE-ID	10	7	3	0	100%	70%	100%	One STSM previously qualified at ORP is completing facility specific qualification. Two STSMs in initial qualifications.
Oak Ridge Operations Office	OR (SC)	19	17	2	0	100%	89%	100%	
Others Totals		55	37	12	0	89%	67%	89%	
DOE Total		227	154	53	7	91%	68%	88%	

Notes:

- Seven candidates completed STSM training/workshop; only mandatory performance activities remain to be completed. Expect to exceed 80% fully qualified in FY07.
- Two positions are under recruitment. Two will be filled by re-assignments

Status of Qualifications in the Nuclear Safety Specialist (NS) Program

June 30, 2007

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS									
Office		Number of NSs Needed (C)	Number of NSs Fully Qualified (D)	Number of NSs in Qualification (E)	Number of NSs Overdue (F)	Percent Staffed =(D+E)/C	Percent Fully Qualified =D/C	Percent Fully Qualified and on Schedule for Qualification =((D+E)-F)/C	Comments
<u>National Nuclear Security Administration (NNSA)</u>									
Los Alamos Site Office	LASO	10	1	8	0	90%	10%	90%	Overdue individual's duties have been limited. Qualification is expected by 9-15-07.
Livermore Site Office	LSO	4	3	1	1	100%	75%	75%	
Nevada Site Office	NSO	4	1	3	0	100%	25%	100%	
Pantex Site Office	PXSO	8	5	3	0	100%	63%	100%	
Savannah River Site Office	SRSO	1	0	0	0	0%	0%	0%	Previous employee quit. New employee has been hired; will be onboard 8-19-07. Final qualification of fourth individual by Oct 07
Sandia Site Office	SSO	4	3	1	0	100%	75%	100%	
Y-12 Site Office	YSO	4	4	0	0	100%	100%	100%	
NNSA Headquarters	NA-HQ	8	2	6	0	100%	25%	100%	
NNSA Service Center	NA-SC	7	7	0	0	100%	100%	100%	
NNSA Totals		50	26	22	1	96%	52%	94%	
<u>Environmental Management (EM)</u>									
Carlsbad Field Office	CBFO	2	2	0	0	100%	100%	100%	See Note 2.
Consolidated Business Center	CBC	0	0	0	0	N/A	N/A	N/A	
Office of Site Support & Small Projects	Small Projects	0	0	0	0	N/A	N/A	N/A	
Office of River Protection	ORP	8	4	1	0	63%	50%	63%	Three NSS vacancies are posted. SSO serving as nuclear safety lead with support from subcontractors.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	100%	100%	100%	
Richland Operations Office	RL	4	4	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	24	15	6	0	88%	63%	88%	
EM Headquarters	EM-HQ	2	1	1	0	100%	50%	100%	See Note 1.
EM Totals		41	27	8	0	85%	66%	85%	
<u>Others</u>									
Health, Safety and Security	HSS	11	11	0	0	100%	100%	100%	Two NSS in initial qualifications. One to complete in Q4 FY07, one in Q3 FY08.
Idaho Operations Office	NE-ID	12	10	2	0	100%	83%	100%	
Oak Ridge Operations Office	OR (SC)	10	8	2	0	100%	80%	100%	
Others Totals		33	29	4	0	100%	88%	100%	
DOE Total		124	82	34	1	94%	66%	93%	

Notes:

1. Reorganization resulted in loss of 4 qualified personnel and the addition of 5 new personnel requiring training. One position will be advertised. Two positions will be filled as entry level or from EM Career Intern Program.
2. Applies only to WVDP. Two personnel secondarily qualified as NS but have no time to dedicate to the function. Short-term needs are being met via expertise from HQ and/or CBC, supplemented by contractors. Need is being monitored; if it increases , it may be necessary to hire a person.

Status of Qualifications in the Safety System Oversight (SSO) Program

June 30, 2007

Update Frequency: Quarterly

OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS									
Office		Number of SSOs Needed (C)	Number SSOs Fully Qualified (D)	Number of SSOs in Qualification (E)	Number SSOs Overdue (F)	Percent Staffed =(D+E)/C	Percent Fully Qualified =D/C	Percent Fully Qualified and on Schedule for Qualification =((D+E)-F)/C	Comments
<u>National Nuclear Security Administration (NNSA)</u>									
Los Alamos Site Office	LASO	5	0	1	0	20%	0%	20%	Recent CDNS review rated SSO function as not "Does Not Meet expectations" which will increase management attention on improving the SSO function.
Livermore Site Office	LSO	3	2	1	0	100%	67%	100%	
Nevada Site Office	NSO	5	0	5	0	100%	0%	100%	One vacancy to be filled by a graduating intern.
Pantex Site Office	PXSO	5	3	0	0	60%	60%	60%	
Savannah River Site Office	SRSO	1	1	0	0	100%	100%	100%	
Sandia Site Office	SSO	2	2	0	0	100%	100%	100%	Fire Protection Engineer in initial qualifications; will start SSO qualification thereafter.
Y-12 Site Office	YSO	6	5	1	0	100%	83%	100%	
NNSA Totals		27	13	8	0	78%	48%	78%	
<u>Environmental Management (EM)</u>									
Carlsbad Field Office	CBFO	5	5	0	0	100%	100%	100%	Three SSO vacancies are posted. SSO qualified under Nuclear & Criticality Safety Technical Qualification (TQ), with CTA Qualifying Official review for NS TQP in accordance with DOE O 413.3A.
Office of River Protection	ORP	10	5	3	0	80%	50%	80%	
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	100%	100%	100%	
Richland Operations Office	RL	10	7	3	0	100%	70%	100%	One additional person qualifying to provide replacement for projected loss in August 2007.
Savannah River Ops. Office	SR	20	16	4	0	100%	80%	100%	
EM Totals		46	34	10	0	96%	74%	96%	
<u>Others</u>									
Chief Nuclear Safety CTA Staff	CNS	9	5	3	3	89%	56%	56%	One SSO in dual qualification as NS; Expected completion Q3 FY08.
Idaho Operations Office	NE-ID	9	8	1	0	100%	89%	100%	
Oak Ridge Operations Office	OR (SC)	4	1	3	0	100%	25%	100%	
Others Totals		22	14	7	3	95%	64%	82%	
DOE Total		95	61	25	3	91%	64%	87%	

Notes:

TQP - Qualified & on Schedule for Qualification by Office - June 2007 (Does Not Include 27 Persons Who Are Overdue to Complete Qualification)

